

# ESG DATA TABLE

**TOPGOLF  
CALLAWAY**  
BRANDS

## INTRODUCTION

This ESG Data Table covers Topgolf Callaway Brands' fiscal year FY2023 from January 1, 2023 to December 31, 2023.

In previous ESG Data Tables, Topgolf metrics were reported separately unless otherwise noted. As we work toward standardized reporting practices, we now include certain metrics under Topgolf Callaway Brands' global operations where appropriate. To provide the most relevant metrics to our stakeholders and account for the different nature of the Topgolf business, some metrics remain separately reported. Franchises are not included in this report because they are independently run businesses. All costs and financial figures throughout the report are provided in U.S. Dollars, unless otherwise noted.

Topgolf Callaway Brands did not seek external assurance from third parties for the information in this report. The data presented in this ESG Data Table has been internally collected, reviewed, and validated for completeness and accuracy.

For any questions related to this ESG Data Table, please contact [GlobalSustainability@tcbrands.com](mailto:GlobalSustainability@tcbrands.com).

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# ESG DATA TABLE



SCOPE	INDICATOR	UNITS	FY 2023
<b>ENVIRONMENT</b>			
<b>Emissions<sup>1</sup></b>			
Topgolf Callaway Brands	Scope 1 Emissions	Metric tons of CO <sub>2</sub> e	77,878
	Scope 2 Emissions	Metric tons of CO <sub>2</sub> e	68,801
	Emissions intensity (Scope 1 and Scope 2)	Ratio (CO <sub>2</sub> e/\$1M net revenue)	34
Topgolf U.S Venues	Scope 1 Emissions	Metric tons of CO <sub>2</sub> e	65,410
	Scope 2 Emissions	Metric tons of CO <sub>2</sub> e	47,423
	Emissions intensity (Scope 1 and Scope 2)	Ratio (Metric tons of CO <sub>2</sub> e/ Operating months)	111
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	NO <sub>x</sub>	Kilograms	2,280
	SO <sub>x</sub>	Kilograms	5
	Persistent organic pollutants (POP)	Kilograms	0
	Volatile organic compounds (VOC)	Kilograms	47,480
	Hazardous air pollutants (HAP)	Kilograms	1,909
	Other standard categories of air emissions identified in relevant regulations	Kilograms	16,724

<sup>1</sup> In 2023, we significantly improved the data quality for emissions and energy metrics by enhancing both completeness and calculation methodologies. The increases in emissions and energy consumption are largely attributed to improvements in data completeness.

SCOPE	INDICATOR	UNITS	FY 2023
<b>Energy</b>			
Topgolf Callaway Brands	Aggregated energy consumption	MWh	802,452
	<i>Renewable energy consumption</i>	MWh	4,739
	<i>Non-renewable energy consumption</i>	MWh	797,713
	<i>Renewable energy consumption</i>	%	1
	<i>Non-renewable energy consumption</i>	%	99
	Energy intensity	Ratio (MWh/\$1M net revenue)	187
	Electricity consumption	MWh	195,217
	<i>% electricity consumed from the grid</i>	%	2
	<i>Electricity consumption from renewable sources</i>	MWh	4,739
	<i>Electricity consumption from non-renewable sources</i>	MWh	190,478
Callaway Golf U.S. fleet vehicles	Gasoline consumption	Gallons	133,705
Topgolf U.S venues <sup>2</sup>	Aggregated energy consumption	MWh	482,475
	<i>Renewable energy consumption</i>	MWh	0
	<i>Non-renewable energy consumption</i>	MWh	482,475
	Energy intensity	Ratio (MWh/operating months)	476
	Electricity consumption	MWh	130,186
	<i>% electricity consumed from the grid</i>	%	100
	<i>Electricity consumption from renewable sources</i>	MWh	0
	<i>Electricity consumption from non-renewable sources</i>	MWh	130,186
<b>Water</b>			
Owned and leased facilities for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Total water consumption	Megaliters	116
	Water intensity	Ratio (ML/\$1M net revenue)	0.04

<sup>2</sup> In previous ESG Data Tables, Topgolf's energy intensity was reported per revenue. We now report it per operating month to provide a more accurate reflection of Topgolf's operations and energy consumption. The revenue-based energy intensity metric is still reported for Topgolf Callaway Brands.

SCOPE	INDICATOR	UNITS	FY 2023
<b>Waste</b>			
Carlsbad headquarters, Chicopee Golf Ball Operations, North American Distribution Center, and Monterrey, Mexico manufacturing facility	Total waste and recycling	Metric tons	4,321
	Hazardous waste	Metric tons	386
	<i>Recycled/Recovered</i>	Metric tons	183
	<i>Landfill/Incineration</i>	Metric tons	203
	Non-hazardous waste	Metric tons	3,935
	<i>Landfill</i>	Metric tons	2,555
	<i>Recycled</i>	Metric tons	1,380
<b>Environmental Compliance</b>			
Global owned and leased facilities for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of:	#	0
	<i>Total monetary value of significant fines</i>	USD	0
	<i>Total number of non-monetary sanctions</i>	#	0
	<i>Cases brought through dispute resolution mechanisms</i>	#	0

SCOPE	INDICATOR	UNITS	FY 2023
<b>Supplier Environmental Assessment</b>			
Global suppliers for Callaway, OGIO, and TravisMathew	New suppliers that were screened using environmental criteria	#	16
	Percent of suppliers that were screened using environmental criteria	%	100
	Number of suppliers assessed for environmental impacts (within our audit cycle)	#	108
	<i>Cambodia</i>	#	0
	<i>China</i>	#	53
	<i>Bangladesh</i>	#	0
	<i>Indonesia</i>	#	12
	<i>Japan</i>	#	0
	<i>Korea</i>	#	0
	<i>Mexico</i>	#	1
	<i>Myanmar</i>	#	3
	<i>Peru</i>	#	2
	<i>Philippines</i>	#	1
	<i>Taiwan</i>	#	5
	<i>Thailand</i>	#	3
	<i>Vietnam</i>	#	28
	Number of suppliers identified as having significant actual and potential negative environmental impacts <sup>3</sup>	#	0
	Significant actual and potential negative environmental impacts identified in the supply chain	#	0
<b>SOCIAL</b>			
<b>Workforce Composition</b>			
Topgolf Callaway Brands Global Employees	Total number of employees worldwide (full-time and part-time)	#	32,589
	<i>Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew</i>	#	6,683
	<i>Topgolf</i>	#	25,906
	<b>By Gender</b>		
	<i>Women</i>	%	43
	<i>Men</i>	%	53
	<i>Gender not specified</i>	%	4

<sup>3</sup> This metric, along with the number of suppliers assessed for social impacts under the supplier social assessment section on page 10, reflects the number of suppliers that were audited within our audit cycle, which is 2 years for environmental and social audits.

SCOPE	INDICATOR	UNITS	FY 2023
<b>Employee Diversity</b>			
North American employees for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Total number of employees (full-time and part-time)	#	2,998
	<b>By Gender</b>		
	<i>Women</i>	%	30
	<i>Men</i>	%	70
	<i>Gender not specified</i>	%	0
	<b>By Age</b>		
	<i>&lt; 40 years old</i>	%	54
	<i>&gt; = 40 years old</i>	%	46
	<b>By Race</b>		
	<i>White</i>	%	62
	<i>Non-white</i>	%	38
	<i>Race not specified</i>	%	0
	North American employees for Topgolf	Total number of employees (full-time and part-time)	#
<b>By Gender</b>			
<i>Women</i>		%	46
<i>Men</i>		%	49
<i>Gender not specified</i>		%	5
<b>By Age</b>			
<i>&lt; 40 years old</i>		%	88
<i>&gt; = 40 years old</i>		%	12
<b>By Race</b>			
<i>White</i>		%	45
<i>Non-white</i>		%	49
<i>Race not specified</i>	%	6	
Topgolf Callaway Brands Global Employees	Percentage of management positions held by women	%	32
	Percentage of executive positions held by women	%	27

SCOPE	INDICATOR	UNITS	FY 2023
<b>Labor Relations</b>			
North American employees for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Percentage of active workforce covered by collective bargaining agreements	%	20
North American employees for Topgolf	Percentage of active workforce covered by collective bargaining agreements	%	0
<b>Hiring</b>			
North American employees for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Total Number of New Employee Hires	#	1,008
	<b>By Gender</b>		
	<i>Women</i>	%	35
	<i>Men</i>	%	65
	<i>Gender not specified</i>	%	0
	<b>By Age</b>		
	<i>&lt; 40 years old</i>	%	76
	<i>&gt; = 40 years old</i>	%	24
	<b>By Race</b>		
	<i>White</i>	%	56
	<i>Non-white</i>	%	43
<i>Race not specified</i>	%	1	
North American employees for Topgolf	Total Number of New Employee Hires	#	28,011
	<b>By Gender</b>		
	<i>Women</i>	%	45
	<i>Men</i>	%	47
	<i>Gender not specified</i>	%	8
	<b>By Age</b>		
	<i>&lt; 40 years old</i>	%	92
	<i>&gt; = 40 years old</i>	%	8
	<b>By Race</b>		
	<i>White</i>	%	39
	<i>Non-white</i>	%	51
<i>Race not specified</i>	%	9	

SCOPE	INDICATOR	UNITS	FY 2023
<b>Parental Leave</b>			
Topgolf Callaway Brands	Total number of employees that were entitled to parental leave	#	16,879
	<i>Women</i>	#	7,286
	<i>Men</i>	#	9,336
	<i>Gender not specified</i>	#	257
	Total number of employees that took parental leave	#	272
	<i>Women</i>	#	221
	<i>Men</i>	#	45
	<i>Gender not specified</i>	#	6
	Total number of employees that returned to work in the reporting period after parental leave ended	#	239
	<i>Women</i>	#	194
	<i>Men</i>	#	40
	<i>Gender not specified</i>	#	5
<b>Safety</b>			
North American employees for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Number of workers covered by an occupational health and safety management system	#	3,905
	Percentage of workers covered by an occupational health and safety management system	%	100
Employees and contractors working under our supervision in the U.S. for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Number of recordable work-related injuries	#	19
	Rate of recordable work-related injuries and illnesses (per 200,000 hours)	Rate	0.9
	Total number of hours worked	#	4,131,344
U.S. employees for Topgolf	Number of workers covered by an occupational health and safety management system	#	24,718
	Percentage of workers covered by an occupational health and safety management system	%	100
	Number of recordable work-related injuries	#	491
	Rate of recordable work-related injuries and illnesses (per 200,000 hours)	Rate	3.4
	Total number of hours worked	#	29,207,319



SCOPE	INDICATOR	UNITS	FY 2023
<b>Training</b>			
U.S. employees for Callaway Golf, Jack Wolfskin, OGIO, and TravisMathew	Total hours of training that the organization's employees have undertaken during the reporting period	#	6,983
	<i>Compliance training</i>	#	3,466
	<i>Leadership training</i>	#	3,517
	Percentage of total full-time employees who received a regular performance and career development review during the reporting period	%	94
U.S. employees for Topgolf	Total hours of training that the organization's employees have undertaken during the reporting period	#	54,882
	<i>Compliance training</i>	#	52,295
	<i>Leadership training</i>	#	2,587
	Percentage of total full-time employees who received a regular performance and career development review during the reporting period	%	99
Topgolf Callaway Brands U.S. Employees	Average annual hours of training per employee	#	2.21
	<i>Women</i>	#	2.47
	<i>Men</i>	#	2.08
<b>Human Rights Assessment</b>			
Topgolf Callaway Brands	Number of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	#	N/A
	Percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	%	N/A
<b>Supplier Social Assessment</b>			
Global suppliers for Callaway Golf, OGIO, and TravisMathew	Percentage of new suppliers that were screened using social criteria	%	100
	Number of suppliers assessed for social impacts (within our audit cycle)	#	108
	Number of suppliers identified as having significant actual and potential negative social impacts	#	8
<b>Customer Health and Safety</b>			
Callaway Golf, Jack Wolfskin, OGIO, Topgolf, and TravisMathew	Incidents of non-compliance with regulations resulting in a fine or penalty	#	0
	Incidents of non-compliance with regulations resulting in a warning	#	0
	Incidents of non-compliance with voluntary codes	#	0

SCOPE	INDICATOR	UNITS	FY 2023
<b>GOVERNANCE</b>			
<b>Board Diversity</b>			
Topgolf Callaway Brands	Total number of Board members	#	12
	<b>By Gender</b>		
	<i>Women</i>	%	33
	<i>Men</i>	%	58
	<i>Gender not specified</i>	%	8
	<b>By Age</b>		
	<i>&lt; 40 years old</i>	%	8
	<i>&gt; = 40 years old</i>	%	92
	<b>By Race</b>		
	<i>White</i>	%	75
	<i>Non-white</i>	%	25
	<i>Race not specified</i>	%	0
<b>Board Composition</b>			
Topgolf Callaway Brands	Number of Non-Executive Directors on Board	#	11
	Number of Independent Directors on Board	#	10
	CEO Duality	Y/N	N
<b>Audit Committee</b>			
Topgolf Callaway Brands	Size of Audit Committee	#	5
	Number of Non-Executive Directors on Audit Committee	#	5
	Non-Executive Audit Committee Chairperson	Y/N	Y
<b>Compensation Committee</b>			
Topgolf Callaway Brands	Size of Compensation and Management Succession Committee	#	5
	Number of Non-Executive Directors on Compensation Committee	#	5
	Non-Executive Compensation Committee Chairperson	Y/N	Y

SCOPE	INDICATOR	UNITS	FY 2023
<b>Nominating and Corporate Governance Committee</b>			
Topgolf Callaway Brands	Size of Nominating and Corporate Governance Committee	#	5
	Number of Non-Executive Directors on Nominating Committee	#	5
	Non-Executive Nominating Committee Chairperson	Y/N	Y
<b>Executive Sustainability Committee</b>			
Topgolf Callaway Brands	Executive Sustainability Committee	Y/N	Y
	Size of Executive Sustainability Committee	#	8
<b>POLICIES</b>			
<b>Ethics</b>			
Topgolf Callaway Brands	Anti-Bribery Ethics Policy	Y/N	Y
	Business Ethics Policy	Y/N	Y
	Employee Protection / Whistle Blower Policy	Y/N	Y
<b>Safety and Human Rights</b>			
Topgolf Callaway Brands	Health and Safety Policy	Y/N	Y
	Human Rights Policy	Y/N	Y
	Conflict Minerals Policy	Y/N	Y
	Policy Against Child Labour	Y/N	Y
	Supplier Code of Conduct	Y/N	Y

**TOPGOLF**  
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**BRANDS**